LOS Goal Determinatio and Force Transition Model Tool Kit for Enlisted Force Pl ning and Policy Anal

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Navy Workfor Conference,

Sea Warrior and CNP Force Shaping Guidance & Issues

- ✓ **Have Right Quantity of Sailors**

- **Need**
  - Proper Skill Mix
  - 97% to 103% Manning
- **What should the experience mix look like?**
- **How to move towards the experience mix goal?**
  - By When?
  - What are the force shaping alternatives / tradeoffs?

Recent Strides and Current Problem

- **Retention Goal *Numbers* vs. Rates**
  - Numbers provide more meaningful targets for coordination of retention efforts
  - Identifies current strength and EPA/BA gap by LOS
  - Facilitates “surgical” application of retention resources
- **LOS Goal Distributions for Scarce Reenlistment Incentives Not Sufficiently Founded on Personnel Flows/Behaviors and Navy Policy**
  - Generally proportional to current strength
  - Uncertain sustainability
  - Not produced by a standardized methodology

Objective Force Goal Solution

- **Definition**
  - Crosswalk between Paygrade-based manpower requirements and LOS-based inventory
  - Steady state personnel inventory distribution
  - Feasible force structure
  - Current continuance behavior and advancement system
- **Purpose**
  - Goal for force planning and policy development
- **Applicability**
  - Community Management and Strength Planning
  - SRB Planning and Retention Goaling
  - CREO Management and Advancement Planning

Objective Force Model (OFM) Goal Development

- **An effective Force Planning & Policy Development Tool**
  - Determines feasible, sustainable paygrade *by LOS* experience mix that meets EPA/BA
  - Defines more precise LOS Goals for Retention Goaling
  - Provides standard methodology framework
  - Supports what-if drills, e.g., Top 6%, HYT
- **Proven utility**
  - Proof of concept based on proven modeling approach
  - Used by N1 to develop ALNAV stretch reenlistment goals
  - Supports N132C and N13T in other planning & policy drills
  - Planned utilization with CNA's ROI factors

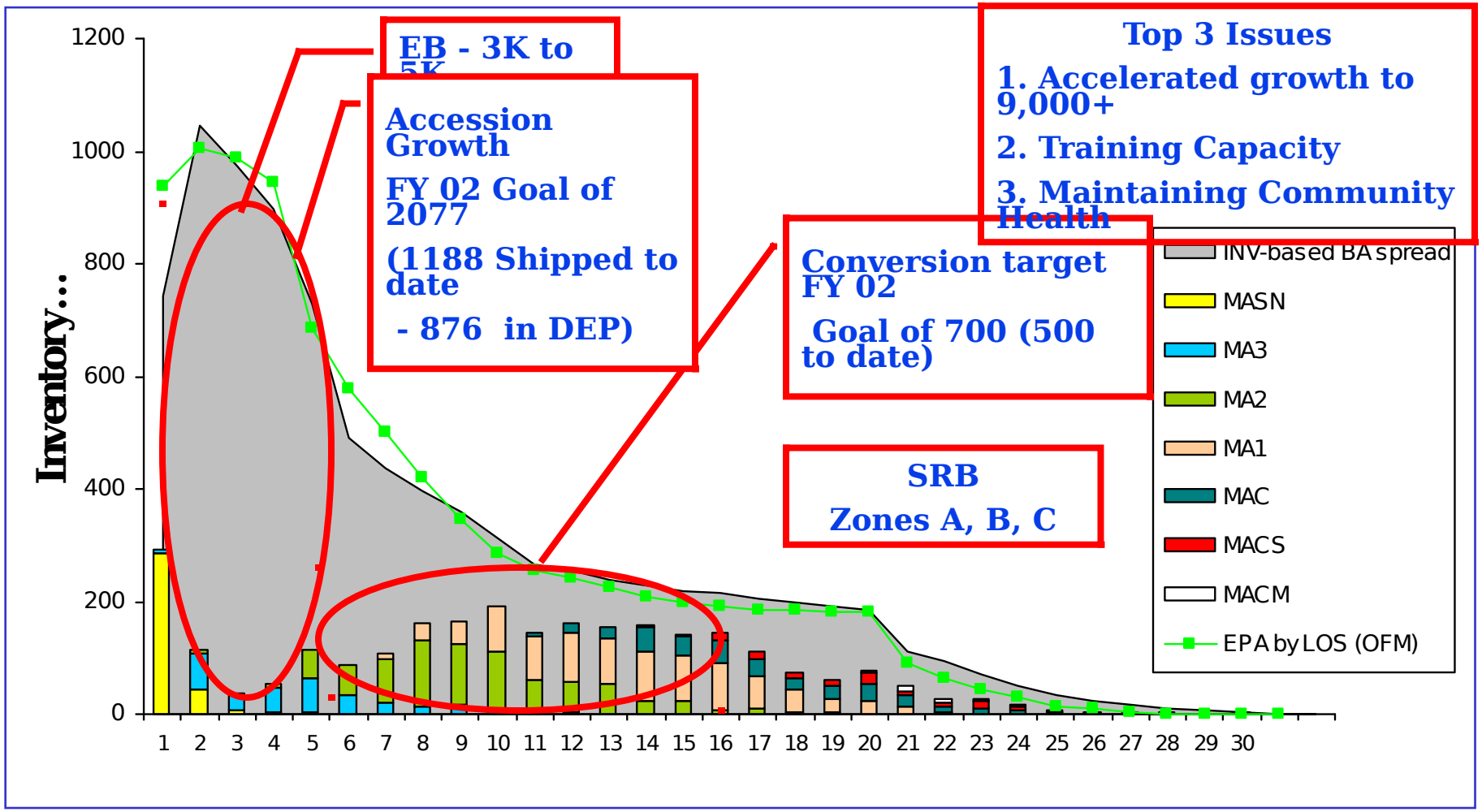
Current OFM Initiatives

- **Objective Force Tool R&D for skills**
  - Explore expansion of OFM to EMC and NEC levels
  - Review current methods
  - Develop proof of concept for sample skills
  - Obtain and incorporate feedback

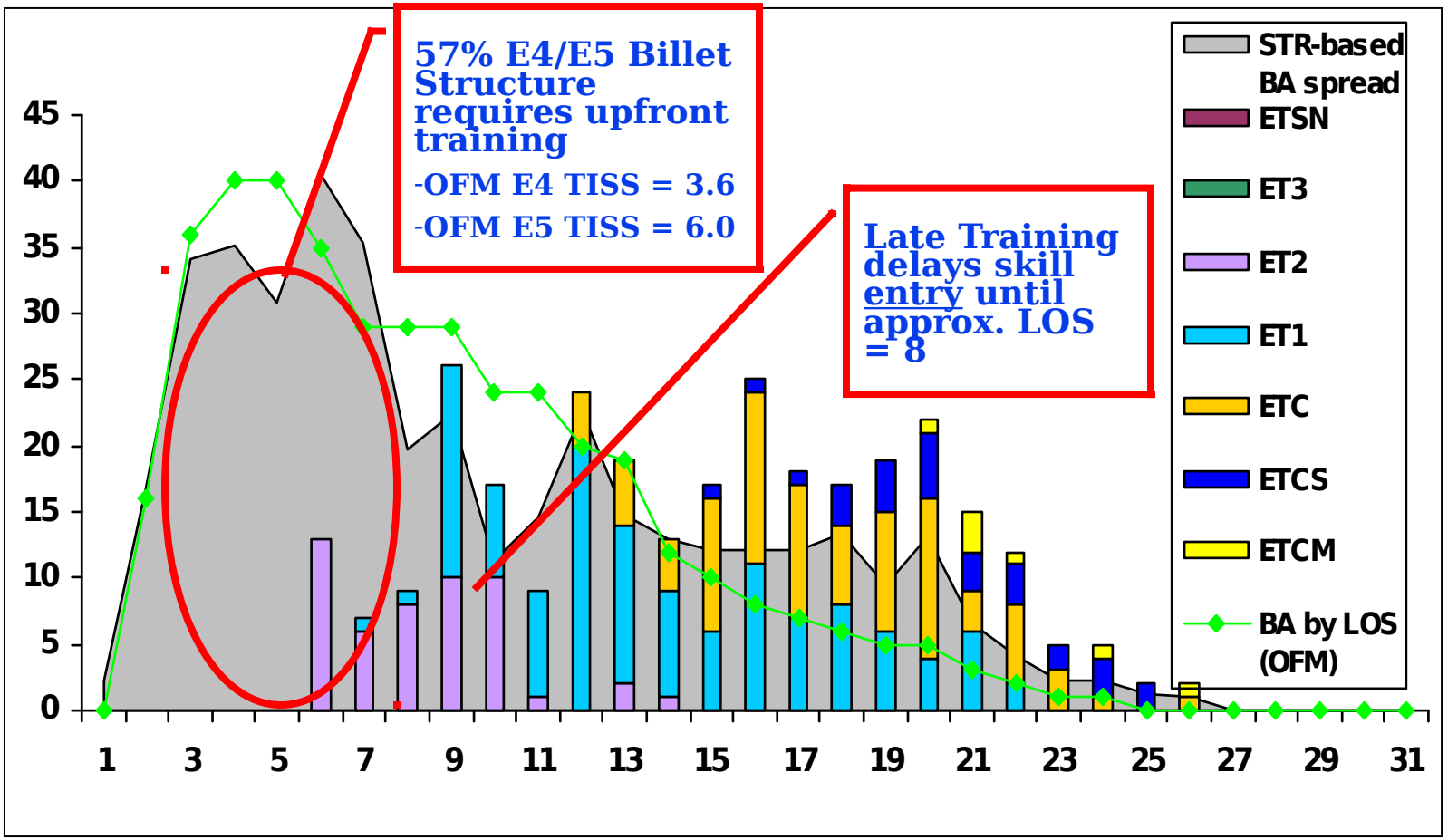
Objective Force Model Algorithm

- **Begins with EPA/BA goals and certain characteristics of the enlisted force**
  - inputs that quantify continuation & advancement behavior
  - policy constraints
- **Produces a feasible steady-state force structure**
  - LOS by paygrade force that best meets strength goals by paygrade by performing directed search for:
    - distribution of advancements, and
    - changes in zone continuance rates
- **OFM systematically produces young sustainable goal forces for given policy set**
  - first meet Topsix goal, then Topfive, then Topfour, etc.
  - try Advancement changes, then retention changes as required

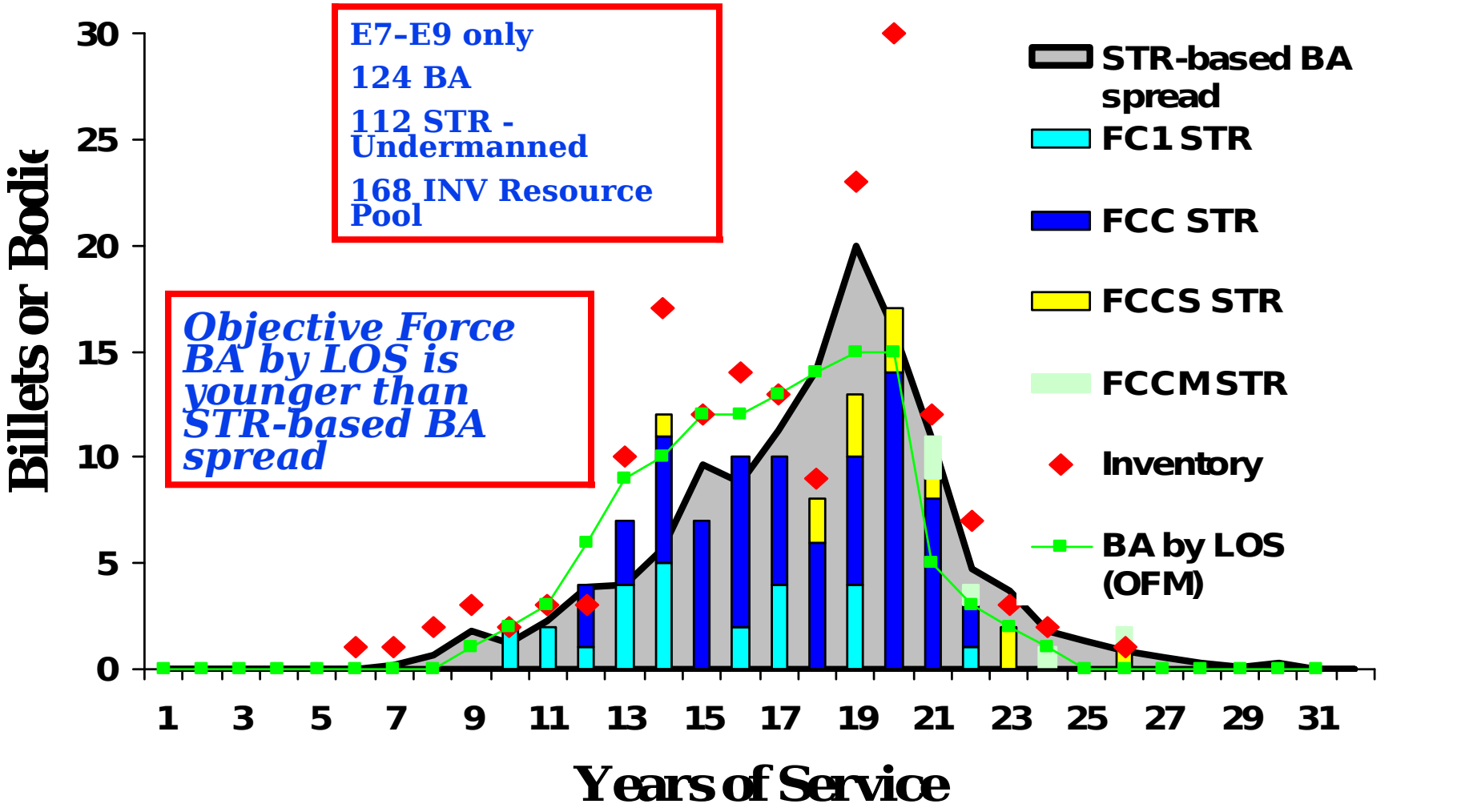
MA Inventory Distribution



Equipment Maintenance Electronics Technicians (ETR-14EM) Billet / Training



FC-1332 Length of Service Cell Analysis
by Paygrade



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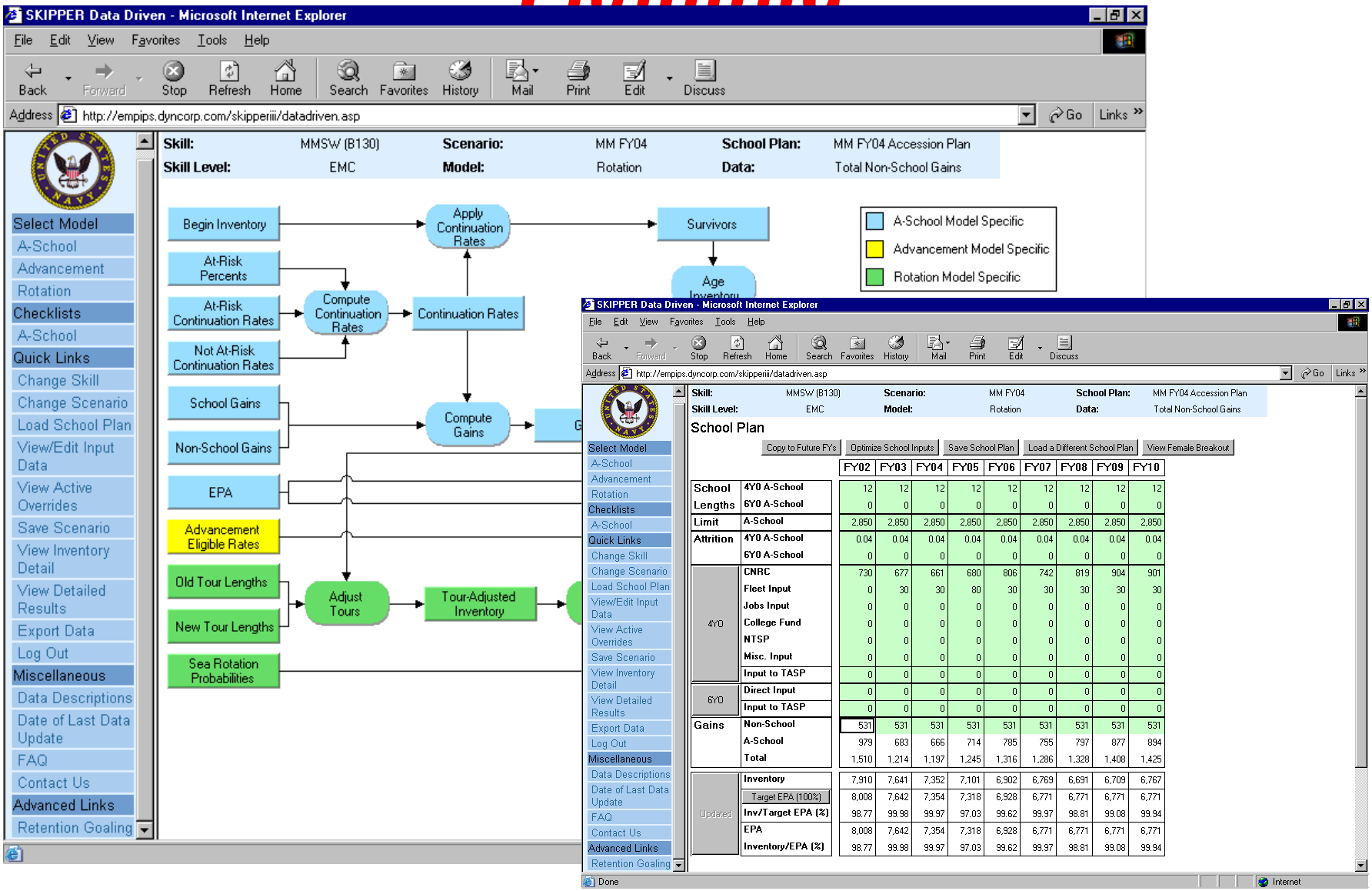
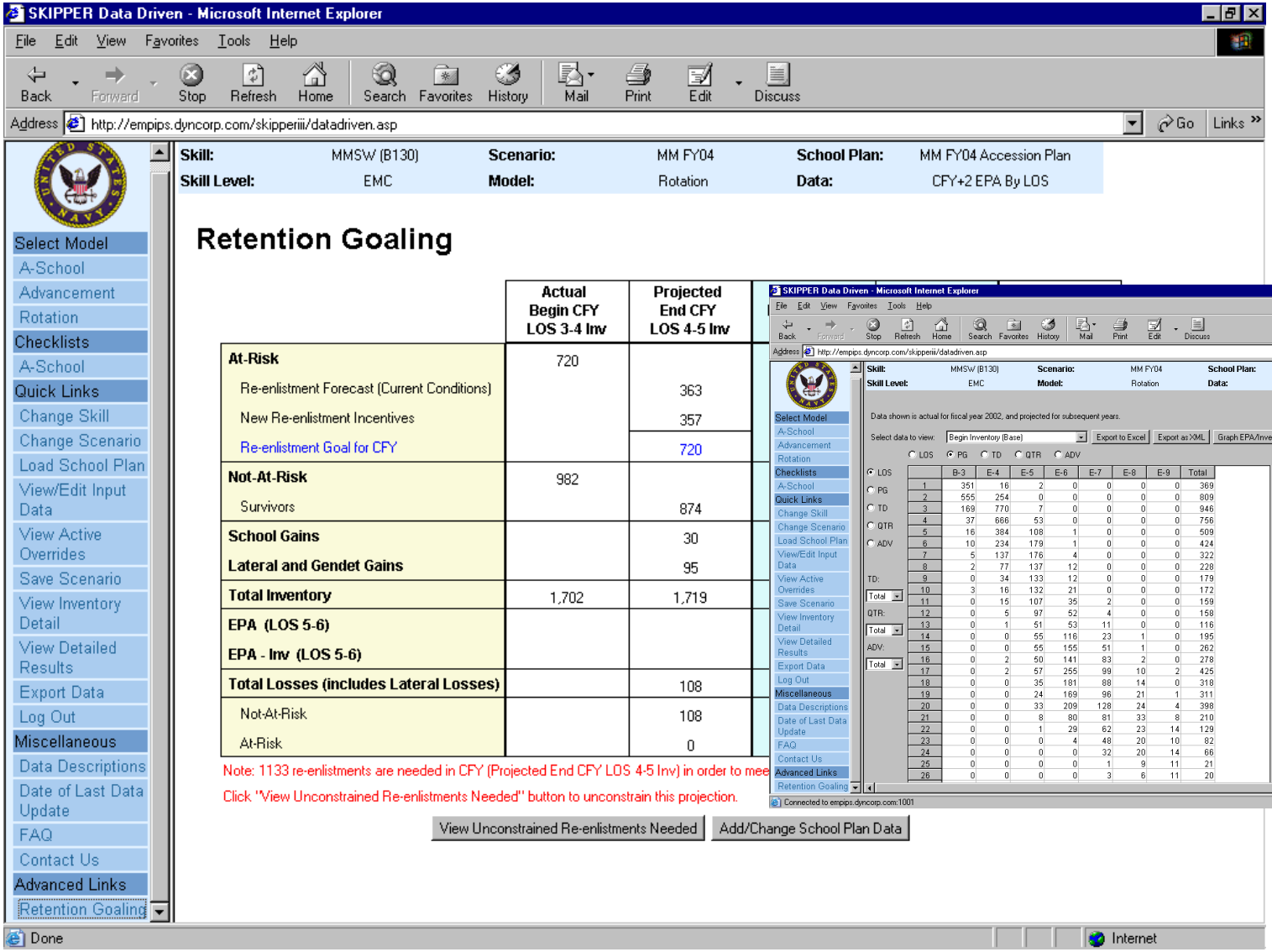
Moving Towards the Experience Mix Goal

- **Leverage Existing N13 SKIPPER-III Skill-level Force Transition Technology**
  - Proven Utility in Enlisted Plans & Policy Branch
  - Easy to Use Interface
    - New visual and cognitive techniques facilitate usage and understanding
    - “Open Box” Model
  - Web-based
  - Integrated, Expandable Modeling Framework
    - Multi-year Inventory Projection (Operational)
    - Recruit/A-School Optimization and Conversion Planning (Operational)
    - ALNAV LOS Force Planning Capabilities (Operational)
    - Advancement and Rotation Models (in R&D)
- **Retention Goaling Proof of Concept**
- **Portal Prototype for Work Process, Data and Tool Integration**
- **Straightforward Development Path to Explore Force Shaping Alternatives**

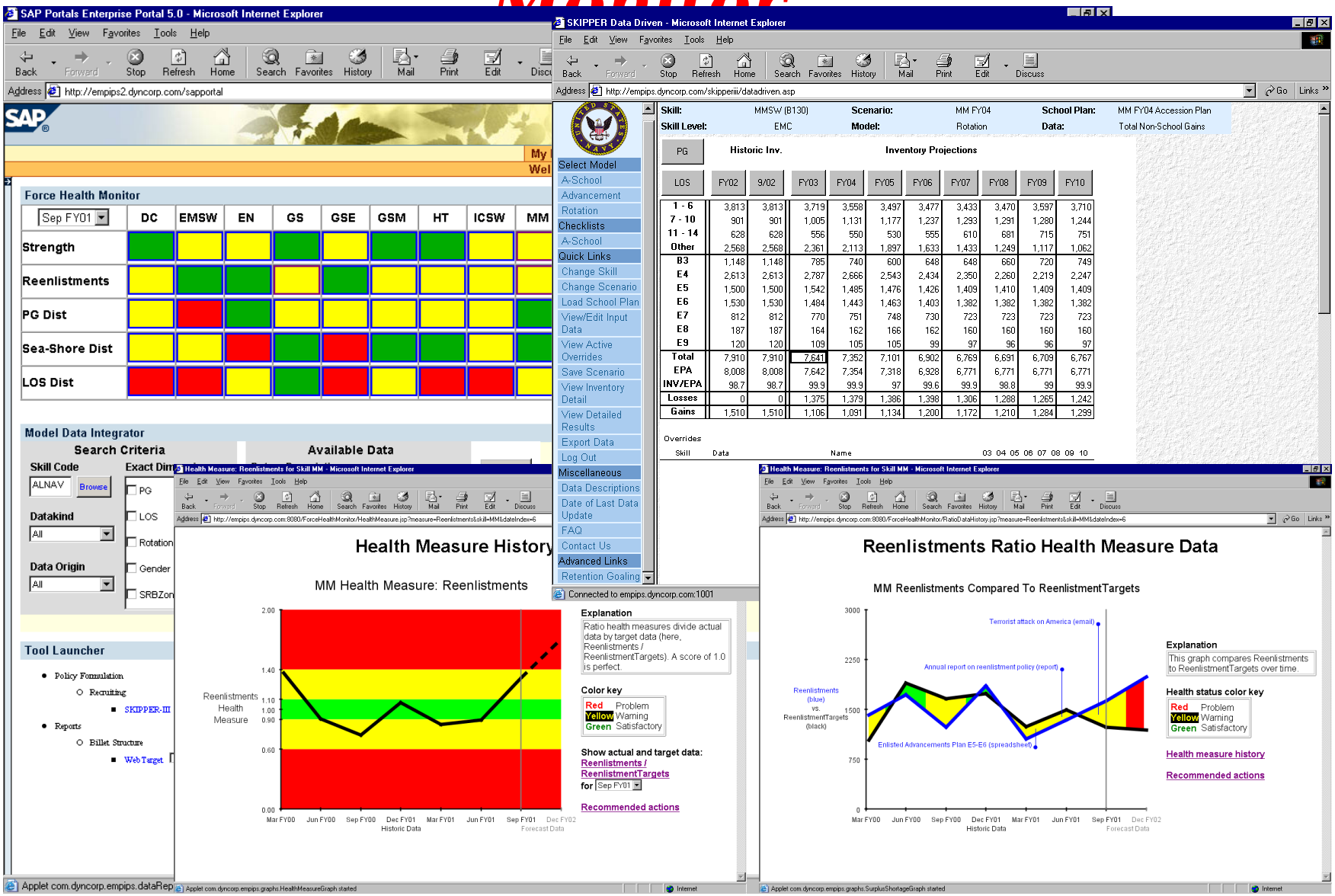
SKIPPER "Open Box" UI & A-School Planning



Retention Goaling Proof of Concept



EMPIPS Portal & Force Health Monitor



Goal Determination and Force Transition Model Tool Kit

- **OFM Determines Navy Experience Mix Goals**
  - Effective Goal Development Tool with Proven Utility
  - ALNAV Grade x LOS Strength Planning, Policy Development, Reenlistment Goal Development and Budget Justification
  - Skill-level OFM R&D
  - Demonstrated Feasibility at the EMC and NEC level
- **SKIPPER-III Provides Means to Transition towards Experience Mix Goals**
  - Leverage Proven N13 Inventory Projection Technology
  - Utilize Reenlistment Elasticities
  - Explore Force Shaping Plans, Policy & Cost/ROI Alternatives
  - Operationalize Retention Goaling
  - Integrate Work Process, Data & Tools through Portal Prototype

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